

# OUTLOOK

January 18, 1988

*The Snow Movers  
...see page 7*

## GRAPEVINE:

### Of Dickens, Graduate Students and The Closing of the American Mind.

*These remarks by Associate Professor of English Deirdre David were made at a reception for Graduate Fellows in November.*

In a very different context from the one that links us today, Charles Dickens had some interesting things to say in 1859 about what it felt like to be alive in the hectic years just before the French Revolution...Let me read you the opening of *A Tale of Two Cities*:

"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of Light, it was the season of Darkness, it was the spring of hope, it was the winter of despair, we had everything before us, we had nothing before us, we were all going direct to Heaven, we were all going direct the other way..."

Is this not somewhat similar to being a graduate student? Feeling that we live at the very best time of our lives, that we are wise in ways we never thought possible, that we believe in our futures, that this is our season of light and hope—in short, as Dickens puts it, that we are on our way to heaven? Yet it's also a time that seems the very worst, when we feel foolish in front of our teachers and fellow students, when there seems to be no feasible future in our chosen fields...

Of course Dickens deliberately casts his opening in the language of extremes, of vivid contrasts, yet it seems to me that one's life as a graduate student often oscillates in such a way—the ups and downs making us wonder what we're doing in graduate school in the first place. But I also feel very strongly that for most of the time what really matters is we are at the heavenly end of things, the seesaw weighted, so to speak, with the splendid stuff of intellectual excitement...

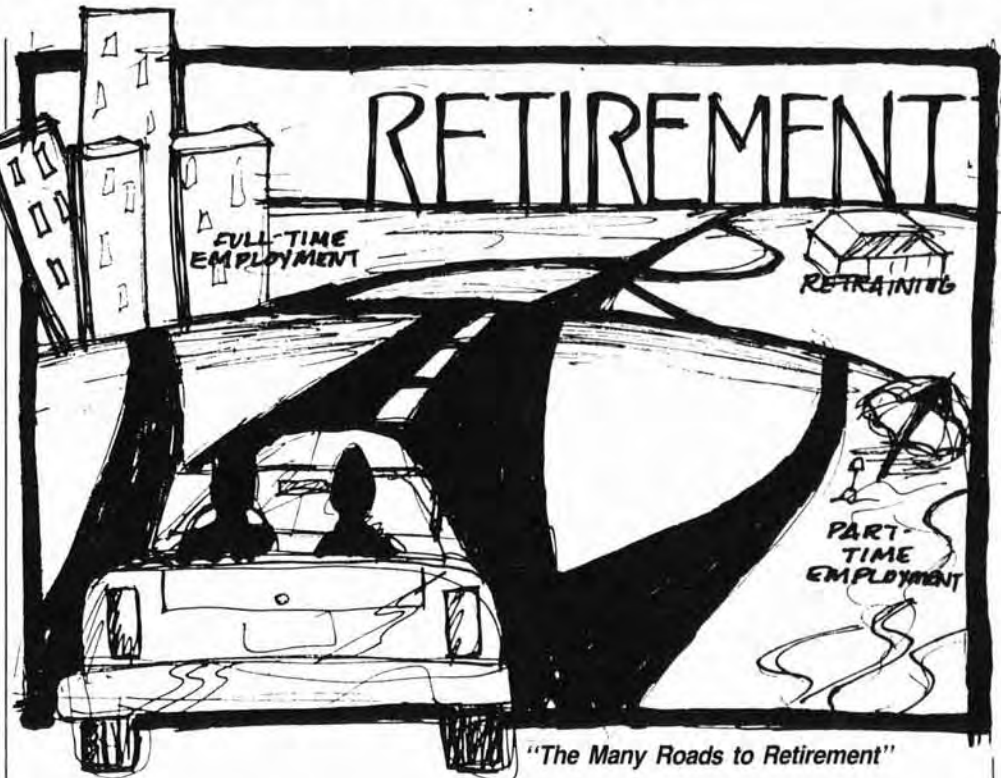
[Recently, however, I found] I was in flight from a monolithically dismal vision, to be found in a book by Allan Bloom, *The Closing of the American Mind* (and let me give you the subtitle: *How Higher Education has Failed Democracy and Impoverished the Souls of Today's* continued on page 8

## Report Proposes Early Retirement Policies

**F**or the past thirty years the University of Maryland has relied on a standard faculty appointment contract that allows termination of a tenured faculty appointment when required by "the lack of appropriations or other funds" to support a program. This provision has hardly if ever been used, but in 1986 when the Cooperative Extension Service conducted a program review and priority-setting process as part of a procedure for possible downsizing, it was time, UM officials agreed, for the University to take a hard look at early retirement and termination policies.

In August 1986, President John S. Toll appointed a task force to summarize existing ways and recommend new guidelines that might be adopted when a faculty member chose voluntary early retirement. The group was also asked to recommend new policies for reducing the number of faculty should programs be eliminated or if lack of funding were to mandate the "downsizing" of departments or programs at some time in the future.

Chaired by Francis C. Stark, the University-wide task force met twice a month for almost six months. The group reviewed early retirement policies at other institutions, questioned



*"The Many Roads to Retirement"*

consultants, and finally formulated a set of recommendations to deal with the sensitive areas it was asked to consider. Its report was submitted to President Toll in March 1987, according to Stark, who appeared at the Dec. 10 Campus Senate meeting to answer questions.

In early November the report was forwarded to the Campus Senate's General Committee on Faculty Affairs, and the group prepared its own recommendations for the Dec. 10 senate meeting.

The President's Task Force Report continued on page 3

## Schaefer Governance Plan Announced

Governor William Donald Schaefer plans to submit to the General Assembly a major piece of legislation designed to restructure the governance of higher education in the State of Maryland.

Under the proposal, the existing State Board for Higher Education would be replaced by a stronger "coordinating commission" that would have greater authority over all public, private and community colleges. This commission would coordinate academic programs throughout the State, including those at private colleges and could have the authority to deny funds to schools that do not cooperate in efforts to reduce unnecessary duplication of programs. The executive officer, and all members of the commission, would be appointed by the Governor.

Beneath this new commission, a consolidated governing board would be created to replace the current Univer-

sity of Maryland Board of Regents and the Board of Trustees of State Universities and Colleges that now govern 11 of the State's 13 public, four-year colleges and universities. The two remaining institutions, Morgan State University and St. Mary's College, would keep their present governing boards and answer directly to the new commission at the same level as the consolidated governing board for the 11 other schools.

According to Lt. Gov. Melvin A. Steinberg, the commission would have the power to modify academic programs and set deadlines for such changes. The commission can invoke sanctions on schools that do not comply with its directives.

The plan also provides for a \$50 million "dedicated purpose account," controlled by the Governor, to support schools and programs that comply with commission mandates and directives.

According to Steinberg, the commission initially will be handed three mandates: the development of an "enhancement program" for the College Park Campus within six months to a year; a plan to address the deficiency of graduate programs in the Baltimore metropolitan area; and a plan to develop greater access to higher education for the State's disadvantaged.

Although an earlier version of the plan encountered opposition, Steinberg says he is confident this final version will pass with few changes. Not everyone familiar with the legislation shares this optimism, however.

"The new approach avoids many of the political obstacles that threatened the earlier proposal," says Brian Darmody of the UMCP legal staff. "But the earlier lack of consensus within the Administration may raise questions with many legislators." ■

—Tim McDonough

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## Campus Professors Contribute to Smithsonian Exhibit

What is DNA? How is "life" created? "The Search for Life," an exhibit currently showing at the Smithsonian's National Museum of American History, tells the exciting story of the development of modern biological science and the scientists who study life. Filmore Bender, associate director of the Maryland Agricultural Experiment Station and adjunct curator for the Smithsonian, and other College Park faculty members helped to develop the exhibit. The exhibit will be in the Taylor Gallery of the museum through the end of March.

## RESEARCH UPDATES

# Graduate School Announces 1988-89 GRB and CAPA Awards For Faculty Research

*The Office of Graduate Studies and Research has released the following list of recipients of General Research Board and Creative and Performing Arts Board Awards for the 1988-89 year. The GRB Awards totalled \$478,880; and the CAPA Awards \$34,250. Congratulations to this year's recipients!*

### General Research Board—1988-1989

#### Fall Research Support Awards

- Arthur Miller, Art History—Painting and Sculpture in a New Tomb from Oaxaca, Mexico.
- George Bean, Botany—Funding to Purchase a Chromatotron Thin Layer Chromatograph.
- Debra Dunaway-Mariano, Chemistry and Biochemistry—<sup>31</sup>P-NMR Probe for Organophosphate Bioorganic Chemistry.
- James Herndon, Chemistry and Biochemistry—Selective Cleavage of Tetraalkyltin Compounds.
- William Lamp, Entomology—Electronically Recorded Disturbance of Potato Leafhopper Feeding Behavior by Plant-Derived, Antifeedant Oils.
- Kenneth Beck, Health Education—A Survey of High School Drug Attitudes and Behaviors.
- William Healy, Horticulture—Carbohydrate Partitioning During Early Seedling Development.



Lee Preston

- Jayavant Gore, Mechanical Engineering—A Study of Drop Boundary Conditions in Spray Flames.
- Graham Caldwell, Physical Education—Muscle Synergism at the Elbow Joint.
- Willard Larkin, Psychology—Sensory Research.
- Alan Neustadt, Sociology—The Topography of Elite Political Behavior: Networks of Corporate PAC Contributions.
- Lee Preston, Transportation, Business and Public Policy—Multination Business and Public Policy.

#### Fall Book Subsidy Awards

- Theresa Coletti, English—*Naming the Rose: Eco, Medieval Signs, and Modern Theory*.
- Raymond Martin, Philosophy—*The Past Within Us: An Empirical Approach to Philosophy of History*.
- Wayne Kuenzel, Poultry Science—*A Stereotaxic Atlas of the Brain of the Chick, Gallus Domesticus*.

#### Semester Research Awards

- Arthur Miller, Art History—Native American Encounters With European Literacy: Oaxaca c. 1500-1700.
- Marie Spiro, Art History—Completion of the First Volume on the Mosaic Pavements of Caesarea, Israel to be Published by the Edwin Mellen Press.
- Anne Truitt, Art Studio—A Series of Ten Major Sculptures; Paintings.
- Mukul Kundu, Astronomy—Research in Stellar Radio Astronomy.
- Jane Donawerth, English—Science Fiction By Women.

- Theodore Leinwand, English—Below the Salt: Plebian Culture and Shakespearean Drama.
- Stanley Plumly, English—The Abrupt Edge (Poems).
- John Joseph, French and Italian Languages and Literatures—Internal and External Motivation in the History of French.
- Charles Butterworth, Government and Politics—Averroes on the Relationship Between Theory and Practice.
- Stephen Elkin, Government and Politics—The Political Theory of the Business Corporation.
- Alan Mintz, Hebrew and East Asian Languages and Literatures—Hebrew Literature in America.
- S. Robert Ramsey, Hebrew and East Asian Languages and Literatures—The Reconstruction of Pre-Korea.
- Robert Friedel, History—Stuff and Things: Materials and Change in American Culture.
- J. Benedict Warren, History—Analysis of Early Linguistic Works on the Tarascan Indian Language of



Stanley Plumly

- Western Mexico.
- David Lightfoot, Linguistics—Explaining Syntactic Change.
- Lawrence Bodin, Management Science and Statistics—Vehicle Routing and Scheduling in a Parallel Processing Environment.
- Carlos Berenstein, Mathematics—Studies in Complex Analysis and Applications.
- E. Eugene Helm, Music—Decay and Restoration in the Arts.
- Chia-che Chang, Physics and Astronomy—Exploring Nuclei With the Electromagnetic Probes.

- Richard Ferrell, Physics and Astronomy—Theory of the Josephson Effect in High Temperature Superconductors.
- Rabindra Mohapatra, Physics and Astronomy—Superstrings and the Physics of Quarks and Leptons: Orbifolds and Four Dimensional Strings.
- Harriet Presser, Sociology—Low Fertility in Industrialized Countries: The Significance of Gender Issues.



Harriet Presser

### Creative and Performing Arts Board—1988

- John Gossage, Art Studio—The Plains of Hell: America's Hazardous Waste Sites.
- John Ruppert, Art Studio—Arts and Industries.
- Harry Elam, Communication Arts and Theatre—The Preparation of August Wilson's *Joe Turner's Come and Gone* for Fall 1988 Production.
- Michael Collier, English—A Collection of Poetry.
- Joanna Scott, English—Travels and Confessions of a Wunderkind.
- Carmen Delaney and Robert McCoy (Joint Project), Music—The Preparation of Works for Soprano and Piano Recording.
- Robert Gibson, Music—Composition for Solo Percussionist and Computer-Generated Tape.

Next week **Outlook** will publish the list of recipients of 1988-1989 Summer Research Awards. ■

## OUTLOOK

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# What is a BLURB?

This is a blurb—a short, to-the-point, occasionally pithy news item that gets top billing in *Outlook* by virtue of its position on the page. Blurbs are rather exclusive in that only seven or so can fit in each week's publication. Their exceptional visibility makes them among the most widely read items in *Outlook* and, when accompanied by tasteful artwork, they can be excellent advertisements for faculty, staff and/or their respective departments in search of publicity for any number

of worthy causes. Therefore, hesitate not to submit blurbable material to the editor. Send particulars *at least* two weeks prior to the time you wish to see them published, and include art (black and white photo, book jacket, pamphlet, etc.) if possible. One of our eminent blurbologists will then transform your who, when, where, why and how into a truly hot item. For more info, call x6330.

## Senate to Develop Campus Guidelines for Early Retirement and Faculty Reductions

A new Report from the President's Task Force on Early Retirement and Retention Policies was discussed by the Campus Senate at its Dec. 10, 1987 meeting. The two-part report presents some major recommendations for new university policies and options for voluntary early faculty retirement as well as a detailed set of procedures which could be used to terminate tenured faculty appointments because of program elimination or cutbacks.

The Task Force report was reviewed by the UMCP Campus Senate's General Committee on Faculty Affairs which presented its conclusions at a Dec. 10 meeting of the senate.

At the meeting, faculty affairs committee chair Rose-Marie Oster said that the committee was concerned over a

number of new policies and procedures proposed in the report. She said that the committee agreed with the general concept that early retirement options should be developed and made available to faculty at all UM campuses. However, these guidelines and options should become part of the official university standing policy, much as policies for sabbatical leave and unpaid leave are now available, rather than offered "in whatever form, for whatever period of time, or to whatever department or program the campus chancellor may in his discretion decide"—as the task force report recommends.

The senate committee also advocated that all discussions of early retirement programs should be considered apart from considerations of terminating faculty appointments and

that the report's recommendations on terminating faculty appointments "should be reconsidered, revised and clarified giving due consideration to AAUP guidelines governing such terminations."

After considering several courses of action the senate might take to respond to the report immediately, as requested, the senate voted, instead, to notify the President's office that the Campus Senate will develop a campus-based plan with options for voluntary early retirement and procedures for termination of faculty if this should become necessary in response to possible reduction, consolidation or discontinuation of programs. The proposals developed by the senate will be transmitted to the President's Office by the end of the academic year. ■

group. Final approval for program termination rests with the Board of Regents, it points out. The procedures recommended in the report are based on the fact that tenure will be honored where possible. An appointing authority will receive a report from an appropriate review committee, with this document to include specific data on appointments that may be eliminated through voluntary or early retirement or nonrenewal of expiring term appointments associated with reduction or elimination of a program, and programs will be specified that have been legislatively authorized for reduction or elimination. It also recommends that if a program is eliminated, all faculty positions will be eliminated in that program. If a program is reduced, the order of reduction among faculty will be as follows: temporary appointments; yearly appointments not on the tenure track; tenure-track faculty members serving in probationary years; tenured faculty. If distinctions must be made to determine the order of cutbacks, seniority will determine how terminations are decided.

The report also suggests that the appointing authority may make exceptions in the reduction sequence and continue the appointment of a faculty member who would otherwise be terminated where this action would decrease the effectiveness of the program for students or cause failure to achieve equality of access to programs for all citizens regardless of race, creed or color, religion, age, national origin, sex or handicap. It recommends that a faculty member who is terminated be given first consideration for another suitable appointment for a period of three years, and states that no eliminated program shall be reestablished within three years without consideration of reappointing all faculty members eliminated from that program.

The procedure to notify the faculty member should be in writing, and an appeal process should be initiated within 20 working days after notification of termination to the faculty member. Grounds for appeal should be initiated within 20 working days after notification of termination to the faculty member. Grounds for appeal should be limited to the accuracy of any data and/or procedural error, and the appeal committee should review procedures but should not review the decision concerning the need for taking the termination action. This group would be responsible for hearings and for notifying the faculty member of its decision within 20 working days from the date of receipt of the written response of the committee.

The President's Task Force which produced the two plans consisted of the following members: Edward N. Brandt, Jr., Brian P. Darmody, William Fiedler, Irwin L. Goldstein, Andrea Hill, R. Lee Hornbake, William A. James, Raymond J. Miller, Julie Porosky, Gary W. Reichard, Sherman Roberson, Robert Webb, Lawrence White, and Ruth H. Young. ■

—Roz Hiebert



"The Road to Retirement"

## Policies for Early Retirement and Faculty Reductions

continued from page 1

on Early Retirement and Retention Policies consists of two parts, the first, "A Report and Recommendations on Early Retirement Policies," and the second, "Policies and Procedures for the Termination of Faculty Appointments under Terms Described in the Standard Form Appointment Agreement."

According to Stark, the report is based on a philosophy that no single plan of early retirement incentives is likely to be adaptable to every campus and that it is most appropriate for each campus to set up its own planning and legislative groups to adapt the general guidelines outlined in this report to its individual needs.

The first report on voluntary early retirement contains a series of five proposals and includes descriptions of eight possible voluntary plans for early faculty retirement. It suggests that campus chancellors might want to consider these plans in full or in part for implementation if the early retirement policies are approved.

The plans fall into the following general types:

—phased retirement plans—two plans which would permit employees who

have reached, or are nearing, retirement age to continue employment on a part-time basis for a specified number of years. "These plans would be most attractive to employees between 57 and 69 years of age, although others would presumably qualify," it says.

—repurchase plans (three plans that would authorize the payment of a specific sum to an employee who has tenure in return for a surrender of these employment rights.) "These plans might be most attractive to faculty members and employees having substantial seniority who are 10 to 15 years short of eligibility for full retirement," it states.

—retraining plans (three plans that permit employees, including faculty, to take leaves of absence to retrain in a new field.) In two of these plans the employee would surrender whatever tenure he or she previously enjoyed at the expiration of the leave. These plans would be most attractive to relatively junior employees, the report says.

The plans would require no enabling legislation in most cases, and similar ones have been adopted as options at other universities.

The senate committee reporting on the task force plans says it approves of the *concept* of introducing early retirement options at UM campuses. However, in its review of the Task Force report it points out that at other universities such voluntary early retirement options are part of official standing policies, may be planned for and negotiated by faculty, and do not depend on the discretion of a campus chief executive officer—as the UM two-part proposal recommends.

### Part II Terminating Faculty Appointments

Part II of the Task Force report suggests new policies that could be used to reduce the number of faculty in the event that reduction, consolidation or discontinuation of UM programs takes place. The report says that each campus must have procedures in place for this possibility and that these must include appointment of a representative advisory



# Calendar

January 18 - 27

## Talk About Your Cosmic Campus...

Of the 38,058 undergraduate and graduate students enrolled at UMCP last semester, 26,000 or so were from Maryland counties, with Montgomery, Prince George's, Anne Arundel, and Baltimore sending the greatest numbers. Approximately 9,000 students were from other areas in the U.S. or its territories, while about 3,000 hailed from foreign countries. China (Taiwan), India, Peoples Republic of China, Republic of Korea, Iran and Vietnam sent the most students to College Park last fall, according to a report on the geographic origins of students prepared by the Office of Institutional Studies.

18 MON

Martin Luther King Jr. birthday observed

**Wanderlust Travelogue:** Italian Treasures: Venice, Rome and Florence, 7:30 p.m., Hoff Theater; tickets \$4, \$3, \$2, call x4987 for info.\*

19 TUE



**Intramural Coed Basketball:** Information available at Campus Recreation Services, 1104 Reckord Armory, call x3124.

20 WED

**Astronomy Observatory Open House:** "Black Holes and Quasars," T. M. Heckman; weather permitting telescope observing; 8 p.m., Astronomy Observatory, Metzger Road, call x3001 for info.

21 THU

For information about:

**Intramural Free Throw Shooting,**

**Intramural Weightlifting,**

**Intramural Racquetball Singles,**



Photo by CHARLES ANDERSON

**Improvisations Unlimited, UMCP's resident dance company, will open its spring season with a performance of *Looking Back*, its fifth annual choreographer's showcase, on Feb. 12 at the Publick Playhouse in Hyattsville. Tickets are \$8 (\$6 for seniors/students). Call 277-1707 for info.\***

Write Campus Recreation Services, 1104 Reckord Armory, or call x3124.

**Continuing Medical Education:** "Dental Emergencies, Part III," Margaret Wilson and Larry Cohen, 12:30 p.m., Dental Health Clinic, Health Center, call x6751 for info.

22 FRI

**College of Education Alumni Chapter:** Deadline for reserva-

tions, play and dinner, February 14, \$25 per person (*Children of a Lesser God* and dinner at Rossborough Inn); call x2938 for information.\*

25 MON

**First Day of Classes**

**Intramural Basketball:** registration until Feb. 2, Campus Recreation

Services, 1104 Reckord Armory, call x3124 for info.

26 TUE

**University of Maryland Equestrian Association:** registration for spring semester, 7 p.m., 1144 Animal Sciences Building, call Gail Willoughby x5906 for info.\*

27 WED

**Maryland Basketball vs North Carolina State:** 9 p.m., Cole Field House; tickets \$14, \$12, \$9; call x2121 for info.\*

\*Admission is charged for this special event. All others are free.

## COMING ATTRACTIONS



### UMCP Women's Basketball Home Games, Spring 1988

Jan. 30—Wake Forest 7:30 p.m.  
Feb. 3—Virginia 7:30 p.m.  
Feb. 6—North Carolina 7:30 p.m.  
Feb. 8—Clemson 6 p.m.  
Feb. 20—N.C. State 7:30 p.m.  
Feb. 24—Penn State 7:30 p.m.

Tickets are \$3 adults, \$2 children, \$1 each for groups of ten or more; Maryland students are free. Call x2131 for info.\*

### Dance All Day

The UMCP Dance Department will present a day of dance classes, workshops and performances—free—during Dance Day, Saturday Feb. 13 from 9 a.m. to 5 p.m. in Temporary Building EE. Classes in Modern Dance Technique, Repertory, Improvisation/Composition, Exploration of Efforts, and Expression in Movement will be presented as well as an informal performance of student and faculty works. For more information call x4056 or x4656.



## Nigeria Honors Eyo

Ekpo Eyo (Art) recently received an honorary degree, Doctor of Letters, from the University of Calabar in his native Nigeria. An expert in African art, Eyo was director-general of Nigeria's National Commission for Museums and Monuments before joining the UMCP faculty in 1986. Eyo currently is organizing a major symposium on twins and imagery in African art, which will be held this spring in Washington, D.C.

## ARTS AT MARYLAND

# Setting Language Standards Ain't Simple

Since the first grade nearly everyone has known that "ain't" ain't a word and you ain't supposed to use it.

Still, people persist. In fact, "ain't" has been used so much that one finds it in most dictionaries. A lot of folks—people who consider themselves guardians of the language—ain't happy when respectability is given to such vulgar English.

Some scholars, however, say that combatting the "ain'ts" of the world is a less than noble endeavor. Language standards which dam what instinctively flows from the tongue ain't natural, they argue. With this argument, these scholars are taking sides in an intellectual debate over language and language standards that has raged since antiquity.

John Joseph, UMCP assistant professor of French and Italian Languages and Literatures since 1986, explores the tussle over language standards in English and other languages in his new book, *Eloquence and Power—The Rise of Language Standards and Standard Languages*.

In Joseph's view, the roots of such contemporary arguments as the contents of English dictionaries were planted thousands of years ago. Two schools of Greek thought—analogy and anomaly—first grappled with questions of language standards, he says.

The analogists believed that language should follow logical patterns, Joseph says. Logical standards governing language seemed wise in this view.

The anomalists didn't see the sense in binding language within such standards. They felt that since logic was developed from language—logic being in a sense bound to language—then language should be left to develop naturally. Usage in speech should govern the development of language in this view.

The spread of Judeo-Christianity gave a moral importance to language standards that intensified the argument, Joseph says.

The idea of language is important to Judeo-Christianity, Joseph says. In the New Testament the essence of god is described as "The Word."

The bible, through the story of the Tower of Babel, conveys the idea that there is a kind of pure and godly language that mankind has lost. The notions of "good" and "bad" English today result from this tradition of considering language standards in moral terms, Joseph says.

"Most people firmly believe that there's a 'better' way to speak," he says. "That's our general cultural mythology."

In modern times, the debate has become a struggle between defenders of language standards and linguists who believe in the natural evolution of language.

"The linguists hold the idea that any prescriptions on usage are

artificial—pernicious and nonsensical illusions," he says.

The fundamental ideas in the science of linguistics developed during the Romantic period of the late 18th century and early 19th century when many thinkers sought truth by observing the natural order of things. "Linguistics has never emerged from this period," Joseph says.

While Joseph is himself a linguist, he strives in his book to persuade his

fellows scholars to give more consideration to language standards when studying how language emerges from the mind. Language is not only an unconscious phenomenon, but many factors including the value judgment implied by language standards are part of the psychological process from which language results, Joseph says.

Beyond the academic arguments, language standards carry social implications, Joseph says. Often the

dominant class in society determines what the "right" way of speaking is. Language then can become a tool through which a dominant class maintains its power.

An example is the current movement to make English the official language of the United States.

"That's misguided and dangerous. It's a power play to keep a minority from advancing," Joseph says. ■

—Brian Busek

## Skowhegan Exhibit Brings Young Artists' Work to Campus



Detail of *Plow* by Jarrett Huddleston.

A variety of work from some of the nation's most inventive young artists will be on display at the UMCP Art Gallery when an exhibition from the Skowhegan School of Painting and Sculpture opens here Wed., Jan. 27.

The exhibition, *Skowhegan: A Ten-year Retrospective 1975-85*, features one piece of art from each of 51 artists who attended the school during the decade covered by the show. Megan Widger, a 1986 graduate of UMCP's MFA program, is among the artists featured in the show. The exhibition includes a mixed bag of work ranging from a massive steel sculpture to a tiny installation made up of little more than a strand of copper wire and a dish of garnets.

The Skowhegan School offers a nine-week program each summer at its rural base near Bangor, Maine. Residencies are offered to 60 promising young artists who work with a

group of resident faculty and visiting artists.

The students are carefully chosen. The school has estimated that about one of every four Skowhegan students goes on to become a professional artist, compared with the national average of one of every 2,000 students. Alumni of the school include Alex Katz, Ellsworth Kelly, Robert Indiana and Janet Fish.

The program is designed to give students on the verge of a professional career an opportunity to work in a relatively unstructured setting. The faculty acts more as a sounding board for ideas than to teach in a formal environment.

The exhibit will run through March 8. Hours are Monday-Friday, 10 a.m. to 4 p.m.; Wednesday evenings until 9 p.m.; and Saturday and Sunday, 1 p.m. to 5 p.m. For more information call 454-2763. ■

—Brian Busek

## String Day Features Classes and Scholarship Competition

A competition for the new Dorothee Einstein Krahn String Scholarship will be among the highlights of the Department of Music's first String Day Friday, Jan. 23.

String Day, organized by associate professor of music Evelyn Elsing, will be an opportunity for state orchestra students to spend a day with UMCP music faculty members and guest instructors. Letters have been sent to Maryland orchestra directors and string instrument teachers asking them to encourage senior high school students interested in string music to attend the event.

Classes include a String Quartet Seminar taught by Oliver Edel, professor emeritus of the University of Michigan and Director of the Adult Chamber Music Conference at In-

terlochen Music Camp, and a theory class taught by Robert Gibson, UMCP associate professor of music. Master classes in string instruments will be conducted by UMCP faculty members Joel Berman, Miles Hoffman, Hal Robinson and Elsing.

In addition to the classes, competitions for two scholarships will be held.

Krahn, who holds a doctorate in mathematics from UMCP and is an amateur cellist, recently donated \$10,000 to the music department for a string scholarship. Krahn has also stipulated that the award go to a Maryland resident.

The Agnes White Bailey Cello Scholarship will also be awarded.

For more information call 454-2501. ■



## The Magic Number is 24.4

The average age of the 32,779 College Park students enrolled in the fall 1987 semester was 24.4 years. The mean age for all undergraduates was 22.2 years and the average age for all graduate students was 32 years. Nearly 16 percent of the total student population, 6,022 students, were 29 or older. Chancellor Slaughter's vision of UMCP as a "multi-generational

campus" was confirmed by the fact that three full-time undergraduates were 16 years old and nine were 70 years old or older. Campus statistics showed two full-time graduate students who were 20 years old and two who were 70. Most students (48.6 percent or 18,500) however, were between 20 and 24 years old.

## CLOSE UP

# Transportation Group is on the Move



**B**ecause of its location and geography, the State of Maryland is an ideal laboratory for the study of transportation issues.

Researchers and scholars can pick from a host of topics, areas and problems. They range from the Port of Baltimore to the needs of the state's rural and agricultural communities; from the high tech corridor along Interstate-270 to congested commuter

roads like the Beltway; from rail, pipeline and highway traffic flow along a section of the nation's north-east corridor to the relative isolation of the Eastern Shore, or the growth of a major international airport. Maryland has it all.

It is no surprise, then, that the University of Maryland ranked first among colleges and universities in terms of research productivity in transportation. Members of the

Department of Transportation, Business, and Public Policy of the College of Business and Management generated 63 percent of Maryland's faculty-authored articles included in the survey (see sidebar).

The transportation group, says department chairman Thomas Corsi, has a three-fold focus: transportation economics, regulation and policy; carrier management—the business aspects of transportation, and logistics—the physical supply and distribution of goods.

Transportation is offered as a concentration at both undergraduate and graduate levels.

Faculty members include Corsi and Curt Grimm, both of whom specialize in the management aspects of transportation; Richard Poist and Joseph Mattingly in the area of logistics, and professors emeriti, Charles Taff and Merrill Roberts.

Their work includes pure research and teaching as well as consultancies with state and local transportation agencies, national trade associations, business forums and federal government agencies.

Working with the NCHRP of the Transportation Research Board, Corsi is engaged in a project that involves monitoring heavy vehicles using a new technology called "WIM," weighing in motion. It is estimated that up to a third of all interstate trucks are running overweight. Using portable scales, it is possible to monitor trucks as they travel the highway instead of requiring them to stop at roadside weighing stations. Corsi is looking at various alternatives and monitoring strategies, the costs of such monitoring, and the impact they have on the trucking industry. Grimm

has done work for the Interstate Commerce Commission on the anti-competitive effects of railroad mergers and consolidation, looking at the impact of loss of direct competition and the public policy issues that are raised by deregulation.

He and Corsi have also been collecting data for the past year on the economic impact of rail and truck deregulation on both shippers and carriers. Their findings are due to be published next year by the Brookings Institute. For a number of years, Corsi also has been looking at the changing patterns in costs and benefits to owner/operator truckers since the industry was deregulated, the safety impacts resulting from deregulation and trends among motor carrier managers who are turning away from using the owner-operators.

Strategic management issues have arisen as a result of the newly competitive environment facing an industry that had been sheltered for years, Grimm says. Companies have been energized to start looking at strategies for profitability, tracking their choices, and comparing and evaluating those strategies that are successful. Poist specializes in logistics and how the flow of goods is managed. Recently he has been working on a project to identify the educational needs of logistics managers in the future.

"I'm looking at those areas where managers need to prepare themselves if they are to be successful and able to adapt to change," he says. Poist believes modern managers must be well versed in a wide variety of skills that encompass business and management techniques, as well as the technical expertise of logistics.

Another area of interest is what Poist calls "reverse logistics." Most firms, he says, are not well equipped or prepared to bring goods back through the distribution channels such as when a product is recalled.

"Special arrangements must be made, special care and handling is required and the process is two to three times more costly than for traditional forward flows," he says. Poist and Paul Murphy, a visiting professor from Cleveland's John Carroll University, are surveying a number of food and drug firms as to their "reverse logistics" procedures.

"As recycling of materials becomes more commonplace, reverse logistics will become increasingly important," Poist says. At this point, however, very few researchers are working in this field.

Another area that Poist believes holds great potential is space logistics—the problems associated with the movement of goods and materials to and from the earth and orbiting space stations. One of Poist's doctoral students is exploring this new field. ■

—Tom Otwell

## UMCP Leads Nation in Faculty Output in Transportation Journals

UMCP has been ranked first among colleges and universities in terms of the number of articles published in 12 of the nation's most important academic journals specializing in transportation and logistics.

The findings were reported in the spring 1987 issue of the *Transportation Journal*. They cover the six years between 1980 and 1985. A similar survey for 1974-79 ranked UMCP fifth and in 1967-73, 14th nationally.

The University now leads such institutions as MIT, Berkeley, Penn State, the University of Texas, Austin, Minnesota, Michigan State and Wisconsin in faculty journal article output. MIT had been the top-ranked school in both the 1967-73 and the 1974-79 time periods.

The journals selected for this analysis are concerned primarily with the managerial, financial, economic, marketing, regulatory and policy aspects of transportation and logistics. Those journals emphasizing the

engineering and planning aspects of transportation were not included in the study.

Of the UMCP faculty publishing in these 12 journals during the 1980-85 period, 86 percent were authored by faculty of the College of Business and Management, primarily members of the Department of Transportation, Business, and Public Policy. Faculty from the College of Engineering, School of Journalism, and departments of Urban Affairs, Anthropology, and Economics accounted for the remaining 14 percent.

As Rudolph P. Lamone, Dean of the College of Business and Management, notes, "We clearly have made an impact not only in transportation education and research, but also in transportation practice. This is congruent with our mission as a professional school to advance not only the state of knowledge in a field but, also, to advance the state of practice." ■



## Take Your Beef to the Mediation Center

Do you happen to live next door to what you consider to be College Park's very own version of the Animal House? Is your office mate driving you up the wall and nearly over the edge for one reason or another? Is there something about your working or living on campus that is making life less than enjoyable? Then contact the College Park Community Mediation Center at 4511 Knox Road. The center, a cooperative

venture between UMCP and the City of College Park, has a complement of volunteers trained as mediators to help resolve all kinds of problems—both on and off campus. Staffers seek mutually agreeable resolutions to disputes as a way to avoid costly litigation. The service is voluntary, confidential, and free. For more information call center coordinator Melissa Henderson at 277-5591.

## COLLEGE PARK PEOPLE

# New Snow Removal Plan Passes First Test

For some people, snow means the promise of a winter wonderland, but for others it is: twelve miles of roads, more than 27 miles of sidewalks, some 300 acres of parking lots and "too many" Georgian steps—all of which have to be cleared.

That's what **Kevin Brown**, manager of grounds maintenance, sees every time the first flakes of snow start to fall on the College Park Campus.

"In the past we had a kind of unwritten snow plan for the campus," he says. "Priority areas and routes were cleared, but everything else was just putting out fires." Snow moving equipment was shuttled from one crisis location to another, he says. "It was an ineffective way of doing the job."

Although the surprise Veterans Day snow storm in November caught both the campus and local municipalities with their plows down, the January 8 snow provided a true test of the new snow removal plan's design and effectiveness.

Until now, Grounds Division personnel had the primary responsibility for removing snow from sidewalks, roads and parking lots; Physical Plant employees cleared individual building steps and those secondary paths leading to main campus sidewalks.

This year's new plan, which has the enthusiastic endorsement and support of Physical Plant Director Frank Brewer, divides the campus into ten zones. An operator has been assigned to each piece of snow removal equipment and several new pieces have been added to the snow fighters' arsenal. Each piece of equipment has been assigned a campus priority area.

The Grounds Division now has six John Deere tractors for sidewalks, seven snow-blowers, six hydraulic-driven rotary snow brooms, two 30-horsepower tractors, one 32-hp model and a new 60-hp workhorse each equipped with front end loaders, four trucks equipped with snow plows, two payloaders, and two 4-wheel drive trucks with plows.

"The net effect," Brown predicts, "is that wherever you look on campus, you will see snow removal activity underway. Snow removal has been our number one priority in terms of the kind of equipment we purchase. We are always looking at equipment with the view of how it can be used to remove snow."

Another factor that should make the task a little easier is the Domar storage facility. The new dome-shaped structure is especially designed to store up to 500 tons of salt, sand and cinders and to keep it dry. One of the problems in the past, Brown notes, was that the salt got wet and froze before it was ever loaded on trucks or froze on the truck beds once it was loaded. A new, heated truck storage shed should prevent this problem from happening again, he says.

Brown has also ordered two tons of de-icer, a material which works like salt but which will not kill grass and plantings and is effective at temperatures as low as 16 degrees F.

"Ice control and prevention has been one of our biggest problems in the past," Brown says. "We hope this year to be able to a better job."

But musclepower, not just new and better equipment and storage facilities, is the heart of the improved snow removal plan. This winter, instead of only 45 people clearing ice and snow, Brown says the campus will have between 400 and 500 available. Physical Plant staff as well as Grounds Division personnel will be wielding shovels.

"Although everybody will shovel, crews are assigned to smaller areas and when they are finished with that sector or zone, they are finished," Brown says. "The new equipment will cut down on a lot of the hand shoveling we've had to do in the past." Physical Plant Director Brewer has also purchased 14 small snowblowers for each of the Physical Plant trade shops.

When the snow begins to fall, whether it is Code Yellow, Orange or Red, the College Park Campus will be in good hands this winter. ■

—Tom Otwell



Kevin Brown

## In The Spotlight: Jacqueline Williford



**Jacqueline A. Williford's** 22-year love affair with UMCP began on St. Valentine's Day 1966 when she joined the Personnel Department, then located on the lower level of the Main Administration Building.

"Starting on February 14 seemed like a good sign," she recalls. "I've always enjoyed working at Maryland and have never thought about looking anywhere else."

And for everyone who draws a UMCP paycheck, that's probably a very good thing.

Williford is responsible for supervising the payroll process for virtually the entire campus. Every two weeks during the school year approximately 12,000 paychecks are written. Williford, Supervisor, Personnel Office II, Dept. of Personnel Services, is regarded by many to be the single most important person at UMCP in making sure the campus payroll is processed accurately and on time.

There are few jobs that call for more tact and patience than dealing with irate employees whose paychecks are late, incorrect, or worse yet, missing altogether. It takes a rare individual who can maintain a composed and understanding demeanor under those unsettling and almost always confrontational situations. Williford is one of the best.

Like the lettercarrier of legend, she has been known to endure the hardships of snowstorms to ensure that the campus payroll deadline is met. Several years ago, for instance, during a major winter storm, she was ferried via a Physical Plant four-wheel drive truck from her home to her campus office where she distributed paychecks.

Williford is always responsive and

sympathetic to the needs of others. Once, as the result of a monumental administrative foulup, some \$90,000 in wages did not get paid. With enormous patience, she assisted between 70 and 80 campus employees in obtaining their emergency paychecks.

In addition to supervising five payroll office staff members, she runs a kind of boot camp where all new campus employees involved in payroll procedures get their basic training. As probably the most well-versed authority on payroll issues on campus, she continues to serve as a resource to help resolve payroll dilemmas. In fact, she has been called "the answer grape" because of her ability to solve problems.

In recognition of her outstanding contributions to UMCP, her colleagues and supervisors nominated Williford to the Office and Clerical Category of the 1987 State Employee Performance Awards competition. She was one of two finalists out of 41 nominees from agencies around the State for the award.

Before joining UMCP, the long-time College Park resident and mother of four grown sons was employed by a Mt. Rainier finance company.

"I would have started working at the university sooner," she says, "but I thought it closed down during the summer." ■



## Gift of \$25,000 Could Be Yours, Professor

Laventhol and Horwath, the nation's ninth largest accounting firm, has established a fellowship in the UMCP College of Business and Management to recruit or retain an outstanding senior-level member of the accounting faculty. The Philadelphia-based firm will make a gift of \$25,000 to the UM

Foundation at the rate of \$5,000 annually for five years. At the end of the five-year period, the firm will consider renewing the gift. The Laventhol and Horwath Fellowship will be awarded for one year and can be made to the same faculty member in subsequent years. The recipient will be chosen based on his or her record of success as a researcher and teacher.

## GRAPEVINE

# Remarks to Graduate Fellows

*continued from page 1*

*Students*). It's a book that's been much in the news and I'm sure it's familiar to many of you. In many ways, Bloom's book is valuable—it leads us to consider carefully such crucial questions as the usefulness of professional specialization, to re-examine a suspicion that academic standards are being lowered by the presence in the curriculum of such things as (dare I say it) women's studies, to wonder about the function of the humanities in a technological society...

After I read Bloom's book, I read a fine review of it...by Martha Nussbaum in *The New York Review of Books*. There, she makes a convincing case for the debilitating narrowness of Bloom's scholarship, his failure to quote from or to refer to any of the classic texts in philosophy whose cultural neglect has, in his view, led to a very dire state of things—nothing less than the destruction of Western civilization by relativistic thought...But at the moment I'm less interested in the details of Bloom's scholarship, or his non-scholarship if you will, than in the despair of his vision. It's as if he sits forever on the gloomy end of Dickens's imaginative seesaw, a grum-

py pessimist, weighted down by his grim view of American students cut off from tradition, caring about nothing but the latest album from Mick Jagger, their minds destroyed by what I think most of us believe to be a good thing—liberal education. Whatever our particular discipline, whatever our particular politics, I think we agree on the desirability of such an education—ideally, among other things, it teaches us to value cultures other than our own, it enables us to develop an historical imagination, it encourages us to understand the struggles and aspirations of peoples less privileged than we are. It makes us believe that the university, rather than being corrupted by contemporary democratic demands for equality as Bloom would have it, is a place for *opening* the mind, not closing it. In short, we don't believe that relativism is a dirty word.

One hundred and eighty-seven graduate fellows are being honored here today and the scope of their support is astonishing—we have fellowships from industry, federal agencies, private donors, foundations, whole government departments. Let me be specific and give you some representative examples (to list all our

support would, I fear, take too long)—we have a Judith Resnick Fellowship, a MacArthur Fellowship, a Republic of China Ministry of Education Fellowship, a Patricia Roberts Harris Fellowship; we have fellowships from the National Science Foundation, the National Institute of Health, the Naval Research Laboratory, the United States Department of Housing and Urban Development...[in all] we have 187 graduate students committed enough, open-minded enough in the sense of rising to intellectual challenge, to merit the support of an impressive line-up. All of you here today are not engaged in research at a sheltered, elitist university (and I think this is one of our strengths), you do not shut out those who believe the vibrancy of American culture derives from the fact that it is created, and has been created, by different ethnic groups, different social classes. Your presence here today as graduate fellows is a resounding rejoinder to Bloom's gloomy vision...

In the early seventies [when I was in graduate school] academic employment in the humanities had all but gone down the drain and enrolling in graduate studies in English was like getting an advance ticket for unemployment. Everyone rolled their eyes and said I was crazy—but I was not, because on some very simple but very important gut level I knew that graduate study in English would give me pleasure, would give me power *through* that sense of pleasure—would, in fact, give me an exhilarating sense of opening, not closing my mind...Sure, it was sometimes bleak—holed up in a tiny carrel at the top of Butler Library on the Columbia campus, on some days

turning out many pages on Charles Dickens (among other writers) and being told by my dissertation director that those pages were not as good as I thought they were, or, and this is probably worse, discovering on other days that I wasn't turning out any pages at all...I'm sure those of you in the natural and social sciences have had and do have similar experiences as you oscillate between exhilaration and despair...[But] when I think about your achievements, about the different fellowships that both enable and recognize those achievements, when I re-examine my own values about a liberal education or think back to my own graduate career and the way it opened my own mind, I refuse to accept the negativism, the prejudice, the despair of Bloom's book. Paradoxically enough, though, we couldn't respond to his vision if we did *not* have open minds—if everything Bloom says is true then there would be no audience for his book, no reviews, no appearances on Phil Donahue, no cafeteria chat or dinner table conversation. It's Bloom's despised "relativism" that enables publication and marketing of his ideas—ideas which he's absolutely justified in having and for which I'm not ungrateful. He enabled me to consider where I sit now on Dickens's imaginative seesaw. When I entered graduate school in 1972, all around me engaged in collective hair-tearing about the state of unemployment in the humanities, I really did believe that I "had everything before" me. I think you do too—most of the time, it is "the best of times" not "the worst of times," "the age of wisdom," not of "foolishness," a season of hope, not despair..."■

## FYI

### Perfetto Appointed Assn. Director

Patrick Perfetto, director of Campus Guest Services, has been appointed Director of the Eastern Association of College Auxiliary Services, and to the National Association of College Auxiliary Services' Publications/Journal Advisory Board. NACAS represents college and university administrators who are responsible for auxiliary business and service operations such as printing services, postal services, student housing and food services, bookstores, public safety, vending, and a host of others.

### Blumler Elected President of Communication Association

Journalism Professor Jay Blumler has been chosen president of the International Communication Association, an organization of communication scholars based in Austin, Texas. Since joining the Journalism faculty in 1983, Blumler has divided his time between Maryland and the University of Leeds where he holds a chair in the Social and Political Aspects of Broadcasting and is director of the Center for Television Research. At UM, Blumler is associate director of the College of Journalism's Center for Research in Public Communication. One of his major research interests, political communication, is the subject of his most recent book, *Communicating To Voters*.

### Search Underway for Undergraduate Studies Dean

Nominations for the position of Dean of Undergraduate Studies are being accepted by members of a campus search committee chaired by John Burt (PERH). Other members of the committee are: Maurine Beasley (Journalism), Robert Coogan (English), Bruce Fretz (Psychology), Jordan Goodman (Physics and Astronomy), Effie Hacklander (Human Ecology), Debbie Kurley (undergraduate), Jerry Lewis (Upward Bound), Estelle Russek-Cohen (Animal Science), and William Scales (Counseling Center).

### Accommodating Accommodations

UMCP travelers qualify for a variety of special hotel rates, says campus travel coordinator Sue Kernan. These rates are labeled: educator (all UM faculty and staff); government (all state employees, including UM travelers); Federal Cost Reimbursable Contractor (to UM travelers using Federal contract funds); and corporate (business travelers). Some hotels offer discounts to guests who fit into one or several of these categories: Best Western (UM ID# 526710), Days Inn, Sheraton, Quality International and Howard Johnson. For additional hotel information, contact Kernan at 454-4755.



Here's one New Year's resolution that shouldn't be too difficult to keep: Visit the Dairy Sales Room in Turner Lab on a monthly basis and have a banana split or ice cream cone made with 100% UM ice cream. Dairy sales room manager Mary Barber says you can choose from among 24 flavors, including this month's specialty, Chesapeake Wildberry Ripple.